

# **EXHIBIT D**

UNITED STATES DISTRICT COURT  
WESTERN DISTRICT OF WASHINGTON  
AT TACOMA

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UGOCHUKWU GOODLUCK NWAUZOR,	)	
FERNANDO AGUIRRE-URBINA,	)	
individually and on behalf of all	)	
those similarly situated,	)	
Plaintiffs,	)	
vs.	)	No. 17-cv-05769-RJB
THE GEO GROUP, INC., a Florida	)	
corporation,	)	
Defendant.	)	

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Videotaped  
Deposition Upon Oral Examination of  
ERWIN K. DELACRUZ

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9:33 a.m.  
Monday, December 2, 2019  
1019 Regents Blvd., Suite 204  
Fircrest, Washington

REPORTED BY: Keri A. Aspelund, RPR, CCR No. 2661

1 APPEARANCES:

2 For the Plaintiffs: JAMAL N. WHITEHEAD, ESQ.

3 Schroeter Goldmark & Bender

4 810 Third Avenue, Suite 500

5 Seattle, WA 98104

6 206-622-8000

7 whitehead@sgb-law.com

8 For the Defendant: ADRIENNE SCHEFFEY, ESQ.

9 Akerman LLP

10 1900 Sixteenth Street, Suite 1700

11 Denver, CO 80202

12 303-640-2512

13 adrienne.scheffey@akerman.com

14 Also present: LINDSEY LEWIS, VIDEOGRAPHER

15

16 ANDREA BRENNEKE, ESQ.

17 Assistant Attorney General

18 800 Fifth Avenue, Suite 2000

19 Seattle, WA 98104

20 206-233-3384

21 andreab3@atg.wa.gov

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23

24

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## E X H I B I T S

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4		Services Supervisor NWDC - GEO-Nwauzor	
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6	301	GEO OJT for Food Service Manager -	37 4
7		GEO-Nwauzor 026284-026292	
8	302	Policy and Procedure Manual, Chapter:	41 5
9		Food Service, Title: Food Service	
10		Operations - GEO-Nwauzor 031202-031236	
11	303	Food Cost Summary - GEO-Nwauzor 040015	90 1
12	304	Northwest Detention Center Detainee Job	93 14
13		Descriptions	
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Erwin Delacruz

December 2, 2019

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## 1 E X A M I N A T I O N

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4 MS. SCHEFFEY 127 16

5 MS. BRENNEKE 129 15

6 MR. WHITEHEAD 140 22

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14 (Note: \* Denotes phonetic spelling.)

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1 Fircrest, Washington; Monday, December 2, 2019

2 9:33 a.m.

3 -----

4 THE VIDEOGRAPHER: We are now on the record.

5 Today's date is December 2nd, 2019. The time is 9:33 a.m.

6 This is the video recorded deposition of Erwin  
7 Delacruz in the matter of Ugochukwu Goodluck Nwauzor, et  
8 al., vs. The GEO Group, Inc., pending in the United States  
9 District Court, Western District of Washington, at Tacoma,  
10 case number 17-cv-05769-RJB. This deposition is at the  
11 request of plaintiff.

12 My name is Lindsey Lewis, your videographer,  
13 here with Keri Aspelund, your court reporter. We represent  
14 Seattle Deposition Reporters.

15 This deposition is taking place at 1019 Regents  
16 Boulevard, Suite 204, Fircrest, Washington 98466.

17 Will counsel please identify and state your  
18 appearances for the record.

19 MR. WHITEHEAD: Good morning. Jamal Whitehead,  
20 class counsel on behalf of Mr. Nwauzor and the class he  
21 represents.

22 MS. SCHEFFEY: Adrienne Scheffey on behalf of  
23 The GEO Group and Mr. Delacruz.

24 THE VIDEOGRAPHER: Will the court reporter  
25 please administer the oath.

1

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2

ERWIN K. DELACRUZ: Witness herein, having been

3

duly sworn, testified as follows:

4

E-X-A-M-I-N-A-T-I-O-N

5

BY MR. WHITEHEAD:

6

Q. Good morning, Mr. Delacruz.

7

A. Good morning.

8

Q. We met a moment ago and introduced ourselves off

9

the record, but for the benefit of the record, I'd like to

10

introduce myself again. My name's Jamal Whitehead. I

11

represent the class of civil immigration detainees that

12

have brought an action against The GEO Group, your current

13

employer.

14

A. Yes.

15

Q. Mr. Delacruz, could you state and spell your

16

name for the record, please.

17

A. My name -- spell my name is Erwin, E-R-W-I-N,

18

last name Delacruz, D-E-L-A-C-R-U-Z.

19

Q. Do you have a middle name?

20

A. Karl --

21

Q. And that's --

22

A. -- K-A-R-L.

23

Q. Mr. Delacruz, what is your date of birth?

24

A. Is December 31st, 1959.

25

Q. And your current address?

1                   And there's a lot of times, when there's not  
2           enough detainees, I push them to -- I let them -- the cooks  
3           have -- have all the detainees, and I will then doing it by  
4           myself.

5           Q.     And so that's one example, the rations.

6                   I guess what I'm looking for is a list, and you  
7           can speak at a high level, but I'm looking for the type of  
8           work that you direct the detainee workers in.

9           A.     Yeah, it's rotating rations, bringing them in,  
10          rotating the -- all the rations that are coming in.

11                   And then -- then the cleanup phase, checking  
12          behind my supervisors to making sure that the objectives of  
13          cleaning and sanitizing the kitchen is complete. And if I  
14          see anything wrong, I just -- okay, this needs to get done,  
15          or empty the trash, or as easy as wiping down a table.

16          Q.     Okay, anything else?

17          A.     Or even the breakdown for the next day. Pulling  
18          items from the dry room, putting them on carts so it makes  
19          the next day a much smoother operation in getting all the  
20          food out on time and just -- and the prep work, a lot of  
21          the prep work needs to get done.

22                   And we direct the detainees to helping us  
23          offload, load, retrieving bags, boxes from the freezer, and  
24          the dry room, and so forth.

25          Q.     Anything else?



1       them, I just want to get the job done.

2           Q.    When you say they might not be able to do it --

3           A.    No, sometimes he might be a disabled person, you  
4       know, and I -- and I -- and I understand that, and I says,  
5       Just give me -- you don't have to. It's just -- it's just  
6       a courtesy.

7           Q.    So assuming available workers, and barring some  
8       medical condition, your expectation though is that if you  
9       give a directive or direction to a detained worker, that  
10      they follow it; is that correct?

11           MS. SCHEFFEY: Object to form.

12           A.    No. No.

13           Q.    You have no expectation that they follow your  
14      directions?

15           A.    No, because sometimes they just -- it's up to  
16      them, and they're -- and they're doing it because they're  
17      voluntarily working in there.

18           Q.    And are there repercussions if a detained worker  
19      refuses to do the work?

20           A.    Oh, no.

21           Q.    There are no repercussions?

22           A.    No. If he feels like he can't do the job, then  
23      he can go somewhere else in the facility, in the kitchen,  
24      to work there.

25           Q.    So if a detained worker consistently refused to

1 (Reporter requested clarification.)

2 A. Cleanup and -- and get -- and prepare for the  
3 next meal or the next day.

4 Q. Given GEO's current staffing levels, could you  
5 accomplish the mission in a timely manner if you take out  
6 the detainee workers?

7 A. For -- I would just say for six months, we  
8 didn't have any viable personnel, and we was doing it. I  
9 was washing pots and pans, and I kept driving on, because I  
10 know that we gotta get these personnel here fed, wash  
11 dishes, washing pans, putting away rations, a lot of times  
12 by myself, and the cooks cook the whole meal by themselves,  
13 and we all pull together and get the job done.

14 Q. And that certainly speaks to your  
15 professionalism that you were able to make it through, but  
16 was that the ideal scenario?

17 A. There's never an ideal scenario. Missions  
18 always change.

19 Q. All things being equal, would it be easier to  
20 accomplish the mission with detainee workers in the mix?

21 MS. SCHEFFEY: Object to form.

22 A. You know, not really, but it's -- it's there to  
23 help us maintain the standards for the -- for the policies  
24 that we're under for GEO.

25 Q. Well, I mean, I don't see washing pots and pans

1 answer, which will open up a different ball of wax, the  
2 expectation is that you answer my question.

3 A. Okay.

4 Q. All right, so --

5 A. I just didn't understand what -- what you mean.

6 It -- I -- if I have to roll up my sleeves,  
7 that's -- that's regardless, it's the policy, and to get  
8 things done, and I'm going to jump in the kitchen, and I'm  
9 going to work it, and I'm going to do what I have to do to  
10 get -- because without the pans, you can't pan out the next  
11 meal.

12 Q. I understand that.

13 So you did this you said for six months. What  
14 if that were the permanent situation, there were no  
15 detainee workers, could you accomplish the mission in a  
16 timely manner without hiring more GEO personnel?

17 MS. SCHEFFEY: Object to form.

18 A. No, we can continue to drive on. We can  
19 continue to function.

20 Q. Would you expect a raise?

21 A. No.

22 Q. So you would take on additional responsibilities  
23 with no expectation of additional --

24 A. No.

25 Q. -- compensation?

1           A.    They -- they prepare -- they prepare the next  
2   meal as they come in, and serve, bring in the detainees,  
3   also get everything set up for that meal to be served.

4           Q.    Do they do the actual cooking?

5           A.    Yes.

6           Q.    And that's true even when there are detainee  
7   workers in the kitchen --

8           A.    Yes, they do.

9           Q.    And the cook supervisors, they report to Ms.  
10   Henderson?

11          A.    Yes.

12          Q.    How many cook supervisors are there currently?

13          A.    There's three on each shift, but there's --  
14   there's ten -- ten cook -- ten cook supervisors, one  
15   manager, one assistant manager, and one clerk.  There's 13  
16   in total.

17          Q.    So the total kitchen personnel is 13 people?

18          A.    Yes.

19          Q.    Two managers, being yourself and Ms. Henderson?

20          A.    Yes.

21          Q.    Ten cook supervisors?

22          A.    Yes, correct.

23          Q.    And then one clerk?

24          A.    Yes.

25          Q.    And then on the second page of Exhibit-302,

1 MS. SCHEFFEY: Object to form.

2 A. We only ask them to do things that's easy to do,  
3 nothing technical. Just get the boxes in, or put them  
4 away, or help me lift this over, put it in the pot. Just  
5 to get that portion, it's pretty much straightforward.

6 Q. Even so, GEO provides them with basic training,  
7 on-the-job training?

8 A. Yes, it's on-the-job training.

9 So people -- not everybody's a five star chef  
10 that goes there, but they're all walks of life. So it's  
11 not discriminatory at all, it's just I would like to -- I'd  
12 love when people are there, and they help us, and that's  
13 the main objective.

14 And then, you know, it's -- it's part of the  
15 time to get them out of the pod if -- if they see fit,  
16 because they volunteer -- voluntarily came to work in the  
17 kitchen, and a lot of times they stay there, they do.

18 Q. And again, when we say voluntary, I mean, they  
19 volunteered to work in return for pay; correct?

20 A. Yes, if -- if that's what their goal is, to get  
21 paid, then that's fine.

22 Q. I mean, they weren't working for free?

23 A. Yeah, of course not.

24 MS. SCHEFFEY: Object to form.

25 Q. Of course not, right.

1                   So GEO provides on-the-job training as it  
2       relates to sanitation --

3           A.     Mm-hm.

4           Q.     -- correct?

5           A.     Yes.

6                   MS. SCHEFFEY: Object to form.

7           Q.     GEO provides on-the-job training as it relates  
8       to cooking the food; correct?

9                   MS. SCHEFFEY: Object to form.

10          A.     No, cooks are the ones that do the cooking, they  
11       just helping.

12          Q.     I understood you to say that there was  
13       on-the-job training in three respects, sanitation?

14          A.     Yes.

15          Q.     I got that right?

16          A.     Yeah.

17          Q.     And I thought cooking was part of it as well?

18                   MS. SCHEFFEY: Object to form.

19          A.     It's only to help us produce -- or -- or help in  
20       the labor part to bringing the food on -- into the pots and  
21       stuff, and -- I mean, to the -- to the kettles, and -- and  
22       to get all that done. And yeah, we help them, and they  
23       learn a little, and they learn also how to put it in, and  
24       how to cook it, how long we should cook it. It's just part  
25       of the program.

1           A.    That could -- that could -- number is constantly  
2    changing. We could go from two to four to six to 12 at the  
3    most. It's because people gets -- they're leaving, and  
4    they might work there for three, four months, and then the  
5    Tuesday morning they have left.

6           Q.    Well, as best you can remember, tell me how many  
7    there are right now on the morning shift.

8           A.    About eight. Eight for the morning shift, maybe  
9    about 12 for lunch shift, and about 20 for the dinner  
10   shift.

11          Q.    I'm getting confused on my shift names now.

12          A.    Ah.

13          Q.    So you said 12 on lunch?

14          A.    Twelve, which -- because there's three --  
15   there's four detainee shifts.

16          Q.    Okay.

17          A.    There you go.

18                I apologize for that.

19          Q.    All right. So that lunch -- well, let me -- let  
20   me just ask that question.

21          A.    Yeah.

22          Q.    So what you described to me earlier were the --

23          A.    Was all the cooks.

24          Q.    One at a time.

25          A.    I'm sorry.

1 Q. Do you know what quota refers to in this  
2 context?

3 A. None. It's just what's the wording is expecting  
4 or what he -- what he might think, because it's developed  
5 by the FSA or approved by the warden. I have no -- I don't  
6 know what -- what he meant.

7 Q. FSA, is that Food Service Administrator?

8 A. Yes.

9 Q. And that would be Ms. Henderson?

10 A. Yes.

11 Q. So based on what you see here, you believe it's  
12 either Ms. Henderson or the warden that would set the  
13 quota?

14 MS. SCHEFFEY: Object to form.

15 A. It's just what they might think, not me.

16 Q. Do you have any sense of what the quota is right  
17 now?

18 A. No, because people always are coming in and  
19 leaving, so it's -- it's not a permanent -- permanent  
20 location or -- like it's not really -- it's not a permanent  
21 time line because they also are leaving, either being  
22 deported or -- or being let -- let free because of bond, or  
23 whatever the case may be, medical, or whatever the case may  
24 be, that people always are moving around, they're always  
25 leaving, coming and going.



1 Q. Well, Ms. Henderson has been deposed in this  
2 lawsuit, and I'll represent to you that she said the quota  
3 was about 30 detainee workers per shift; do you have any  
4 reason or basis to dispute the quota of about 30 detainee  
5 workers a shift?

6 A. No. No.

7 Q. Does that sound about right to you?

8 MS. SCHEFFEY: And I'm going to object to form  
9 and tell you that you only can answer -- you only have to  
10 answer if you know.

11 A. Yeah, and I -- I don't know, because every day  
12 is different, and the amount of people that comes in is  
13 different because it's a voluntary program.

14 Q. Now, you had mentioned to me earlier that there  
15 was a period, I think you said there was a six-month  
16 period, where there were no viable workers; do you recall  
17 saying something like that?

18 A. Yes.

19 Q. When was that?

20 A. 2017, 2018, somewhere in that time frame. Like  
21 the last three months of 2017 and the first three months of  
22 2018. Anyway, because it's always -- you never know.

23 Q. And why is it?

24 What's your understanding why there were no  
25 viable workers?

1           A.    No one volunteered or wanted to work in the  
2    kitchen.

3           Q.    Do you have any sense of why?

4           A.    I -- I really don't.  It's if we get them, we  
5    get them.

6                    It's like laundry.  Laundry gets the same  
7    personnel out of the work program as everybody else, so  
8    they -- everybody -- either they -- either the people  
9    volunteer to work there or they don't, but that's -- that's  
10   probably what it is, they just didn't want to volunteer.

11          Q.    Well, I'll represent to you that this lawsuit  
12   was filed in September 2017; do you think that has anything  
13   to do with the drop off or decline in workers --

14          MS. SCHEFFEY:  Object to form.

15          Q.    -- in the kitchen?

16          MS. SCHEFFEY:  Sorry.

17          A.    No, I don't think so.

18          Q.    How can you say that with certainty?

19          A.    Because it's individuals.

20          MS. SCHEFFEY:  Object to form.

21          Q.    And so during the six-month period where there  
22   were no viable workers, what did you do to get by?

23          A.    We pulled together and continue to do what we  
24   have to do.  Because we have to feed the people that are in  
25   there, and that's our objective is to feed the personnel

1           A.    Just follow the instructions given to them by  
2   the cook supervisors, and accomplish the mission that's --  
3   or accomplish the procedures that needs to get done.

4           Q.    Can you tell me what the detainee workers do  
5   with respect to food preparation?

6           A.    Is that they're preparing -- they're helping  
7   prepare the meal with the cook.

8           Q.    And when you say they help prepare the meal,  
9   what does that mean?

10          A.    Getting boxes, or putting in the vegetables in  
11   the pot, or -- or as simple as panning up -- prepping items  
12   for the next day.

13          Q.    And prepping items for the next day; cutting up  
14   ingredients, for example?

15          A.    Mostly it's panning up preformed items onto  
16   sheet pans --

17          Q.    And --

18          A.    -- like chicken patties, or fish patties, those  
19   type of products.

20          Q.    And that's literally placing the product on the  
21   pan?

22          A.    On the sheet pans, correct.

23          Q.    Okay, so getting boxes, putting vegetables in  
24   the pan, panning up --

25          A.    Yes.

1 Q. -- what else do the detainee workers do with  
2 respect to preparing the meals?

3 A. Accumulating -- or help in the dry storage room,  
4 placing the items that is needed with the cook onto the  
5 carts so they can bring it all out. Or even in the  
6 freezer, pulling stock out of the freezer, and putting them  
7 on carts, and bringing them into the cooking area.

8 Q. What else?

9 And again, I'm limiting this question only to  
10 food preparation.

11 A. Mm-hm.

12 Preparing sandwiches.

13 Q. Again, just to get into the details, I mean, are  
14 we talking about putting the deli meat between the bread?

15 A. The bread, putting the meat on, the cheese, and  
16 preparing sack lunches with the cup, and the juice packet,  
17 and the fruit, and wrapping them together.

18 Q. What else?

19 A. Just the cooking area?

20 Q. Yes, just -- just food preparation.

21 A. And that's about -- that's about covers it.

22 And of course -- of course panning them up after  
23 the food is all done, and getting them into four-inch,  
24 six-inch pans, hotel pans, and putting -- placing them in  
25 the warmer.

1 A. No, that's about it.

2 Q. All right, so if the detainee workers didn't  
3 carry out all of these tasks that you just described for  
4 me, would it then fall on GEO staff to do these jobs?

5 A. Yes.

6 Q. And it's your testimony that GEO staff could  
7 carry out all of those functions and execute the mission,  
8 as you call it, in a timely fashion even without the help  
9 of detainee workers?

10 MS. SCHEFFEY: Object to form.

11 A. Correct.

12 Q. Is it at least fair to say though that the  
13 detainee workers are an important part of the kitchen  
14 operation?

15 MS. SCHEFFEY: Object to form.

16 A. No.

17 Q. Well, what would you say?

18 A. If we get them -- it's a voluntary program. If  
19 we get the detainees -- if they volunteer to work there,  
20 then that's fine. If they don't, then -- then it falls on  
21 us.

22 Q. How many meals does GEO serve a day?

23 A. Three.

24 Q. In terms of actual plates or trays of food?

25 A. Trays, three, breakfast, lunch, and dinner.

1 Q. Did I already ask?

2 A. Yeah. That's okay.

3 Q. It's tough.

4 Can you tell me about a time that you fired a  
5 kitchen detainee worker?

6 A. I don't fire them. A lot of times they just  
7 don't show up for work, and they voluntarily -- they  
8 voluntarily don't want to work. They voluntarily don't  
9 want to work.

10 Now, there's another time when there was  
11 misconduct, when the horseplay would turn into almost a  
12 fight, so you have to break them up, and they're going to  
13 get sent back. You don't need a fight in the kitchen. So  
14 I immediately jumped in and said, Okay, stop. You go --  
15 you're going back to your pod right now.

16 Q. And this is you personally breaking up a fight?

17 A. They -- they were ready to go to -- they were  
18 ready to go to that moment. The best thing is to stop it  
19 immediately because you're stopping the whole operation. I  
20 got 45 seconds in my thing too. If I don't get the line  
21 going, then -- then it gives time for them to think. No,  
22 there's no time to think; move them, get them out of the  
23 way, get another officer to take them, get -- there's other  
24 security officers at the door ready to pull the carts and  
25 bring in other detainees from other pods, and the best

1           Fircrest, Washington; Monday, December 2, 2019

2                               12:46 p.m.

3                               -----

4                   THE VIDEOGRAPHER: We're now back on the record.

5           The time is 12:46 p.m.

6                               E-X-A-M-I-N-A-T-I-O-N (Resumed)

7           BY MR. WHITEHEAD:

8                   Q.    Mr. Delacruz, who sets the detainee workers'  
9           schedules in the kitchen?

10                  A.    Detainees choose what shift they want to be on.

11                  Q.    Well, is there anyone at GEO, any GEO personnel  
12           though that decides what shifts detainee workers should be  
13           on?

14                  A.    No, they kind of -- they -- they -- they more or  
15           less ask in their work program, they ask which shift that  
16           they want, either morning, or afternoon, or late evening.  
17           They might need to go see their lawyers in the afternoon,  
18           so they pick a morning shift, or you know, whatever, if  
19           they have to go to court, or whatever, or get their things  
20           done and go to law office in the afternoon and must  
21           leave -- and do their work in the morning, and that's why  
22           they choose what shift they want to be on.

23                  Q.    And how is it that you came to that  
24           understanding about the detainee workers get to choose?

25                  A.    That's kind of like if I was applying for a job,

1 would week -- or would work?

2 A. It's usually written in -- I -- I think it's  
3 written in there it's seven days a week.

4 Q. Is there a time clock for detainee workers to  
5 punch in and out of?

6 A. No, they -- when they in-process through the  
7 security officer or the desk officer, that's -- that means  
8 they're physically there, and then we turn in the -- like a  
9 time sheet to the lieutenant's office, and that's forwarded  
10 to the work program so they know that they're there.

11 Q. Okay. And the desk officer, I've heard you  
12 mention that title a few times, is there a desk officer  
13 stationed in the kitchen, or is it someone in the pods?

14 A. It's another cook officer because there's three  
15 on each shift; so one cooking, one prepping, and one is a  
16 desk officer, or you can call him pod officer.

17 Q. All right. So it's one cook supervisor  
18 supervising the cook?

19 A. Mm-hm.

20 Q. One cook supervisor supervising the food  
21 preparation?

22 A. Right.

23 Q. And then the third --

24 A. And the -- and the -- and the serving.

25 Q. And the serving?



1 A. And then the third officer is on the desk.

2 Q. And is it the case that he or she is literally  
3 seated at a desk?

4 A. No, he's roaming -- he's doing his security  
5 checks like he's supposed to, and then -- and prepping some  
6 items at his desk at the same time, and overlooking the  
7 detainees in the sanitation area.

8 Q. How long is the detainee morning shift?

9 A. From 4 to 8.

10 Q. And is it the case that a detainee worker  
11 assigned to that shift would work 4 to 8?

12 A. Sometimes if there's an IMS or anything, an  
13 emergency within, it shuts down, so he can't leave. That  
14 would be probably maybe the extreme that they have to stay  
15 in the kitchen a little bit longer.

16 Q. But as a general rule, the detainee workers  
17 would work the length of the shift, in the case of the  
18 morning, 4 a.m. to 8 a.m.?

19 MS. SCHEFFEY: Object to form.

20 A. It varies. It could be 4 to 8, but then if --  
21 if they didn't get -- they needed to get a few more things  
22 done, and then it might go a little over, but that's about  
23 all. Maybe the trash, we need to dump the trash or  
24 something, it could be anything, or even there was an IMS  
25 during feeding, and it shut down the facility altogether

1 to work morning or afternoon.

2 Q. And then once that schedule is set, can a worker  
3 then just voluntarily, without filling out a form or  
4 talking to anyone, work a different shift?

5 A. He would have to fill out a form to let us know  
6 or let us -- to let us know that he wants to switch shifts.  
7 He can't just change shifts because people are moving and  
8 being accountable throughout the day. So all of a sudden  
9 he's in the -- what's he doing in the kitchen? Not  
10 supposed to be in the kitchen. And then now we gotta go  
11 face to face, which is a card to face during -- to make the  
12 count correct, and then to make sure that the people that  
13 you have are who you have, because he can't just mosey  
14 around the facility.

15 So the best thing is to -- he puts in his  
16 request to change, or he asks us, Could I change my shift?  
17 Okay, let's go into the work program, go ahead and fill out  
18 the forms, and send it in, and -- and then in a week, he  
19 probably will -- can shift and change to either the  
20 breakfast to lunch, or from lunch to breakfast, or from  
21 dinner to breakfast.

22 Q. But in that scenario you've just described then,  
23 the detainee worker would need to seek authorization to  
24 switch shifts; is that fair to say?

25 A. Because in the first part, he asked to be on

1 A. Oh, oh, Evaluation Program?

2 Q. Yes.

3 Do you see that?

4 A. Yes.

5 Q. What does that refer to?

6 A. I really don't know.

7 Q. Is it the case that GEO does a skills assessment  
8 before workers are hired into the kitchen?

9 A. No.

10 Q. Is it the case that GEO conducts performance  
11 reviews as people work in the kitchen?

12 A. No.

13 Q. Let's look at the very last page of Exhibit-305.

14 A. What page that you're on, the second one?

15 Q. The very last page.

16 A. Oh, the very last one, sorry.

17 Q. The heading on this one is Kitchen Worker Skills  
18 Checklist.

19 Are you with me?

20 A. Yes.

21 Q. What is the purpose of this document, as you  
22 understand it?

23 A. That he can -- that we'll show him how to mop  
24 floors, how to wash -- you know, it's an OJT, wash the  
25 walls maybe, freezer, how it's swept not mopped with -- you

1 know, with water. The loading dock procedure, which is  
2 really I bring in the food, so only off-loading pallets.  
3 The trash cans, where they go, make sure that they're  
4 covered. The restroom is cleaned. The mop room or the mop  
5 closet is straight and orderly. And then dish room,  
6 everything is -- the hot/cold -- the wash/rinse, and  
7 sanitary tanks are -- are filled, including meat slicers,  
8 ovens, if -- to clean equipment. It's more like a famil --  
9 familiarity to these areas if they never worked in a  
10 kitchen at all, because it's an OJT anyway, so --

11 Q. And OJT refers to on-the-job training?

12 A. On-the-job training.

13 Q. So to summarize then, all of the pages here that  
14 make up Exhibit-305, I mean, these are just the various  
15 checklists, rules, and requirements that GEO asks its  
16 kitchen detainee workers to meet?

17 MS. SCHEFFEY: Object to form.

18 A. To perform a task that if -- that they can do.  
19 If he can't do it, then there's other things that he can  
20 do. If he -- if he can't wash walls, well can he mop  
21 floors? You know, it's -- it's a vast amount of things  
22 that can be done in the kitchen that need to be done with  
23 the minimum amount of people that we have or the maximum  
24 amount of people we have.

25 (Exhibit-306 marked.)

1 in their pod?

2 A. No.

3 Sometimes when I do -- when I do go out to -- if  
4 I'm not -- when I've got my two detainees or one detainee  
5 with me, I says, you know, the first thing is, How you  
6 been? How are you doing? What have you been up to? You  
7 know, the human approach. And -- and I ask them, You like  
8 working here? And they -- a lot of them do, say, Oh, good,  
9 I got out of the -- you know, the pod themselves, just to  
10 get out, you know, just to get out and go somewhere else  
11 instead of in the pod. And they -- they kind of like to  
12 get out. And I don't -- I don't blame them, you know, they  
13 get out of the -- you stuck in this pod all day and just to  
14 went to the kitchen, and it's work.

15 Q. And is it also true that some of the food  
16 workers can eat slightly greater portions of food if  
17 they're assigned to the kitchen and there are -- there's  
18 excess food for that meal?

19 MS. SCHEFFEY: Object to form.

20 A. Really it's like at the end of the meal, we  
21 have -- we make sure that we have enough food for them, and  
22 if there's any extra vegetables, they're more than happy to  
23 get it, more than happy to get any -- anything else that  
24 they would like, but we -- the meat items, we'll -- we'll  
25 make sure that they have enough. And then we're -- we're

1

C-E-R-T-I-F-I-C-A-T-E

2

3 STATE OF WASHINGTON )

4 ) ss.

5 COUNTY OF THURSTON )

6

7 I, the undersigned Registered Professional  
8 Reporter and Certified Court Reporter, hereby  
9 certify that the foregoing deposition upon oral  
10 examination was taken stenographically before me and  
11 transcribed under my direction;

9

10 That the witness was duly sworn by me,  
11 pursuant to RCW 5.28.010, to testify truthfully; that the  
12 transcript of the deposition is a full, true, and correct  
13 transcript to the best of my ability; that I am neither  
14 attorney for, nor a relative or employee of, any of the  
15 parties to the action or any attorney or counsel employed  
16 by the parties hereto, nor financially interested in its  
17 outcome.

14

15 I further certify that in accordance with CR  
16 30(e), the witness was given the opportunity to examine,  
17 read, and sign the deposition, within 30 days, upon its  
18 completion and submission, unless waiver of signature was  
19 indicated in the record.

18

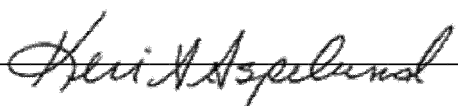
19 IN WITNESS WHEREOF, I have hereunto set  
20 my hand this 10th day of December, 2019.

20

21

22

23

24   
25 NCRA Registered Professional Reporter  
Washington Certified Court Reporter No. 2661

25

